



Anti-Bullying Policy

New Level Academy is committed to providing an environment for young people that is safe, welcoming, and free from bullying. Bullying of any form is unacceptable in New Level Academy, whether the offender is a child or an adult. The victim is never responsible for being the target of bullying.

Everyone involved in New Level Academy will be made aware of our stance towards bullying. Such behaviour will not be tolerated or excused under any circumstances.

New Level Academy defines bullying as the repeated harassment of others through emotional, physical, verbal, or psychological abuse. Examples of such behaviour are as follows:

Emotional: Being deliberately unkind, shunning or excluding another person from a group or tormenting them. For example, forcing another person to be 'left out' of a game or activity, passing notes about others or making fun of another person.

Physical: Pushing, scratching, spitting, kicking, hitting, biting, taking, or damaging belongings, tripping up, punching, or using any other sort of violence against another person.

Cyberbullying: sending malicious messages, emails, texts or social media comments.

Verbal: Name-calling, put-downs, ridiculing or using words to attack, threaten or insult. For example: spreading rumours; making fun of another person's appearance; homophobic, biphobic or transphobic (HBT) bullying.

Psychological: Behaviour likely to instil a sense of fear or anxiety in another person.

Emotional, verbal, and psychological bullying can be carried out by phone or on social media, as well as in person. It may occur in relation to an individual's characteristics and situations, such as the way they look, their home life or conditions they may have.

It can also be in relation to "protected characteristics" which are described in the Equality Act 2010, and these are:

- Age
- Disability
- Gender Reassignment
- Marriage
- Civil Partnership
- Pregnancy and Maternity
- Race

- Religion or Belief
- Sex
- Sexual Orientation

All forms of bullying no matter the severity should be treated with equal seriousness and dealt with appropriately.

Identifying bullying

Bullying can occur both inside and outside of the school (i.e., the journey to and from school), but more than often it happens in the school grounds itself. At New Level Academy, pupils are supervised constantly, and staff are vigilant to the identification and dealing of bullying incidents when they occur.

Any young person can be the victim of bullying, and there are certain circumstances that could make bullying more likely, such as:

- The young person's demeanour (i.e., quiet, shy)
- Their material possessions, such as videogames, clothes, jewellery or mobile phones
- Their environment at home and how it affects them at school
- Special Education Needs or a disability
- Lack of friends

While staff remain vigilant during their supervision of pupils, staff who suspect an instance of bullying outside of schooltime should raise concerns they have in staff meetings.

It must also be noted that while bullying can happen between pupils, sometimes it is also the case that bullying can occur between staff, between pupils and staff, and between parents and staff.

The effects of bullying

Pupils that have been subjected to bullying may avoid going to school, due to anxiety and insecurity. They may suffer in the areas of self-esteem and self-confidence and have a poor image of themselves. Bullying may affect the pupil's mental health and lead to depression, lack of trust in others and loneliness.

Preventing and intervening with bullying

The Head of Centre and all staff will make every effort to create a tolerant and caring environment in New Level Academy, where bullying behaviour is not acceptable. Staff will discuss the issues surrounding bullying openly, including why such behaviour will not be tolerated and what the consequences of such behaviour will be.

When students join New Level Academy, they are required to sign a Student Conduct Agreement which includes a statement concerning zero tolerance for bullying. The school rule "Respect one another" is displayed in all areas used by students.

Anti-bullying posters appear in student social areas. Students learn about strategies to prevent and respond to bullying during PSHE lessons. We employ a Mentor who

engages with students on a fortnightly basis. A student may take this opportunity to discuss the impact of bullying on their life, or the life of someone they know.

We are aware that some students are more likely to become bullies than others, due to their perceived strengths/weaknesses or the behaviour of those around them. We pursue early intervention with these students, regularly reminding them that they have a choice not to bully and can choose a different path from their poor role models.

Dealing with Bullying Behaviour

Despite all efforts to prevent it, bullying behaviour is likely to occur on occasion and New Level Academy recognises this fact.

Young people are to be made aware that they can report any bullying incidents to any member of staff.

Teaching staff can use their own strategies to prevent bullying. Staff interventions can include, but are not limited to:

- Giving the victim a 'signal', they can use to take a break from a lesson or social situation if they are being bullied
- Organising a restorative justice meeting between the two parties
- Calling in parents, carers, and referral partners (of the bully and/or the victim) for a meeting
- Placing the bully on a behaviour contract or fixed-term exclusion

Bullying is a safeguarding issue, therefore teaching and support staff should log bullying incidents on the Behaviour Spreadsheet so that such behaviour can be monitored and prevented.

Maintaining New Level Academy's, No-Tolerance approach to bullying

In order for New Level Academy to maintain their approach, all new hires are instructed to read the anti-bullying policy, and new hires alongside staff are encouraged to maintain vigilance in their supervision surrounding the occurrence of bullying. Staff are given chances to discuss concerns at staff meetings. Head Teachers should access and review entries in to the behaviour spreadsheet and discuss findings in staff meetings where appropriate.

This version: August 2021

Date of next review: August 2022 (alongside Safeguarding Policy)